

PRIVATE MEDICAL PRACTICE BULLETIN

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Fair Work Ombudsman Health Care Campaign

Are you compliant with the Health Professional and Support Services Award 2010?

The Office of the Fair Work Ombudsman (“FWO”) has advised its intention to focus on the industries of allied health, medical services and residential care for its upcoming campaign monitoring compliance with industrial instruments.

Up to 600 employers can expect to be contacted by the FWO nationally in the coming months, seeking information on :-

- Rates of pay;
- Penalty rates paid for shift, weekend and/or overtime hours;
- Payment of allowances and loadings prescribed by the relevant industrial instrument;
- Provision of meal breaks;
- Compliance with record keeping and pay-slip obligations.

Affected businesses will include Allied Health and Medical Practices operating in the Federal system and covered by the *Health Professional and Support Services Award 2010* and the *Fair Work Act 2009*. Please note that State system employers are not under the jurisdiction of the FWO, although similar obligations may apply to State system employers under the relevant State Awards and the *Minimum Conditions of Employment Act 1993*.

Whilst the campaign is aimed at ensuring that employers are aware of their obligations and responsibilities, the FWO has the power to issue formal letters of caution, on-the-spot fines for technical infringements or pursue prosecutions for more serious breaches.

Employers contacted by the FWO are encouraged to cooperate and contact the AMA for assistance if required.

Various tools and checklist are available to employers to self-monitor compliance on the FWO website at www.fairwork.gov.au and www.fairwork.gov.au/how-we-will-help/templates-and-guides. For further information or assistance please contact Josephine.auerbach@amawa.com.au or telephone 9273 3023.